

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL NOTE

SB 819 – HB 935

March 14, 2021

SUMMARY OF BILL: Establishes that it is a discriminatory practice for a person who is paying a non-employee for labor or services to engage in harassment of the non-employee because of the non-employee's sex. This protection will apply to anyone who pays for services from a non-employee, including the state and any political subdivision thereof.

ESTIMATED FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- Tenn. Code Ann. § 50-1-702 defines a “non-employee” as any individual, other than an employee, paid directly by the employer in exchange for the individual's labor or services.
- This new protection will apply to the relationship between governmental or public entities and vendors, contractors, and subcontractors.
- Department of Human Resources (DHR) policy 12-008 Workplace Discrimination and Harassment prohibits discrimination and harassment at the state workplace, and includes non-employees and third parties.
- Based on information provided by the DHR, this legislation is estimated to have no significant impact on current state policies.
- Any impact on local governments is estimated to be not significant.

IMPACT TO COMMERCE:

NOT SIGNIFICANT

Assumption:

- It is assumed that the vast majority of private businesses prohibit discrimination of any type with a vendor, contractor, or subcontractor; therefore, this legislation is estimated to have no significant impact on commerce or jobs in this state.

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink that reads "Bojan Savic". The signature is written in a cursive style with a large, stylized 'B' and 'S'.

Bojan Savic, Interim Executive Director

/jb